



Hope Bennett, Chair
Caroline Kunitake, Vice-Chair
Jennifer Li Dotson, Member
Valerie Lam, Member
Raven Sevilleja, Member
Helen Stewart, Member
Renee Sonobe Hong, Ex-Officio

Honolulu County Committee on the Status of Women *Kōmike Kāko 'o Wāhine o ke Kalana 'o Honolulu*

CITY AND COUNTY OF HONOLULU

925 Dillingham Boulevard, Suite 200 • Honolulu, Hawai'i 96817

MEETING MINUTES

Friday, June 2, 2023

1:00 p.m.

Kapālama Hale, Conference Room 277
925 Dillingham Boulevard, Honolulu, Hawai'i
Via ZOOM

1. Call to Order

Committee Members present: Hope Bennett, Caroline Kunitake, Jennifer Li Dotson, Valerie Lam, Helen Stewart, and Ex-Officio Member Renee Sonobe Hong

Committee Members absent: Raven Sevilleja

Staff Resources Personnel for the Committee present at the meeting:
Shane Akagi, Administrator, DCS, Office of Grants Management (OGM)
Rebecca Espinoza, DCS/OGM
Blessing Quon, DCS/OGM
Tammy Ngo, DCS/OGM
Lauren Jagla, DCS/OGM
Spenser Kunishige, DCS/OGM
Kathleen Kelly, Deputy Corporation Counsel, assigned to the Committee

The meeting of the Honolulu County Committee on the Status of Women (HCCSW) was called to order by Chair Hope Bennett (Chair) at 1:03 p.m.

Renee Sonobe Hong joined the meeting at 1:05 p.m.

2. Approval of Minutes: May 5, 2023 Meeting

Vice-Chair Kunitake motioned to accept the May 5, 2023 Meeting Minutes, motion was seconded by Member Lam. All Committee members present said aye to approve the May 5, 2023 Meeting Minutes. Hearing no objections from the

Committee members present, the motion passed unanimously.

3. Oral Testimonies and Written Testimonies from the Public

There was no oral (in person or online) testimony or written testimony for this meeting.

4. Testimony/Comments from Department Agencies

Mr. Akagi informed the Committee members that they could encumber funds prior to the deadline if the Committee had a contract in place. Mr. Akagi reported that the Honolulu City Council is doing a Budget Floor Draft for the meeting on June 7, 2023.

5. FOR DISCUSSION AND ACTION: Discussion and Evaluation of Project Ideas (including a convention or published educational materials) and their relation to the HCCSW Operating Guidelines Purpose and Mission

Chair Bennett informed the Committee that she had emailed a member of the HSCSW but has not heard back. The Committee shared what other commissions and organizations have accomplished as examples of what is possible. The California Commission on the Status of Women and Girls (CCSWG) has a "California Equal Pay Pledge" that promotes certain policies and they sponsor round table discussions. Chair Bennett proposed convening CEOs or people in charge of Hawai'i companies to have discussions starting with pay equity, then continue with things like caregiving and fair wages. Member Lam mentioned that last year, Hawai'i business leaders and Native Hawaiian leaders convened to discuss Hawai'i's future in a culturally grounded way; there was a third party that facilitated the discussion.

The Committee discussed outcomes and questions to consider for a convening event. Possible results are a pledge, report, movement, plan for next-steps, or accountability that can be publically shared. Chair Bennett suggested that the Committee partner with YWCA, Women's Fund of Hawai'i, other city agencies, or Hawai'i employer agencies to help split the funds and bring in people. Member Dotson stated that the Committee could serve as event planners; Chair Bennett and the Mayor can give remarks as the face of the organization, and the Committee members can work behind the scenes to handle the back of house logistics. Member Stewart proposed that the Committee can help create partnerships, offer some type of framework for the institutionalization of the protection of women and girls, advocate and create an action policy product or some type of outcome that is manageable and low budget, but results in a commitment that gets hooked into someone's line item budget.

The Committee asked Kathleen Kelly for clarification on how subcommittees work. Ms. Kelly advised that a subcommittee would be the same as a committee, just fewer members and will need to comply with Sunshine Law. They can assign one (1) to two (2) members to complete certain tasks, then the members return and report to the Committee. Planning and execution will be up to the Committee as a whole.

Jennifer Dotson left the meeting at 2:00 p.m.

Member Lam stated that she supports the topic of pay equity because it is specific, there is a clear path forward, there are partners, and the CCSWG has an outcomes model they can use. Member Stewart added that pay equity is an issue that can be broken into smaller ones; they should pick something particular to O'ahu, for instance, the tourism industry. The Committee should pick something that is within the authority of the Mayor's office, try it for two (2) to three (3) years, and then try a different segment/sector of pay equity questions and cycle. Member Lam stated that the New York City Commission on Gender Equity (CGE) has a playbook for pay equity ("Leveling the Playing Field: Best Practices for Gender Pay Equity in the Workplace") that could be adapted for Hawai'i. Member Stewart mentioned that Chirlane McCray, First Lady of New York City, is a close friend and someone that can help if they borrow the best practices and use it as a convening resource.

Caroline Kunitake left the meeting at 2:27 p.m.

Chair Bennett announced that there is a consensus on moving forward to convene on the issue of pay equity. The ideal outcome would be a best practices manual that is locally derived. Chair Bennett assigned tasks: Member Stewart will help with the expertise part, and Chair Bennett and Member Lam will work on the partnership outreach.

6. FOR DISCUSSION: Agenda Setting for the Next Meeting

This agenda item was discussed in agenda item 5.

7. Next Meeting: July 7, 2023

The next meeting is scheduled for Friday, July 7, 2023 at 1:00 p.m. as a remote meeting via Zoom with an in-person location at Kapālama Hale.

8. Adjournment

Member Lam made a motion to adjourn the meeting. Hearing no objections, the motion carried unanimously and Chair Bennett adjourned the meeting at 2:34 p.m.

RESPECTFULLY SUBMITTED:

SHANE AKAGI, OGM Administrator

DATE

APPROVED:

HOPE BENNETT, Chair